

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Technical Media Producer	1-22, 27, 40	27
News Producer	1-22, 27, 40	27
Multimedia Journalist/Anchor	1-22, 27, 28, 40	17, 19
Sports Multimedia Journalist/Anchor	1-22, 25, 28, 40	40
Technical Media Producer	1-22, 27, 40	21
Creative Services Producer	1-22, 27, 40	27
Administrative Assistant	1-22, 40	40
Account Executive	1-22, 27, 40	40
Account Executive	1-22, 27, 40	27
Creative Services Director	1-22, 27, 40	27
Multimedia Journalist	1-22, 40	40
Multimedia Consultant	1-22, 28, 29, 40	29

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	LKLP C.A.C., INC. Judy Keen, Supervisor 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-439-1362	N	0
2	Lincoln Memorial University Attn: Larry Thacker Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611	N	0
3	Office of Employment & Training Attn: Christopher Ward 412 Roy Campbell Drive Hazard, KY 41701 Telephone # 606-435-6038	N	0
4	Midway College, Career Placement Attn: Sarah Morgan 512 E. Stephens Street Midway, KY 40347 Telephone #859-846- 5390	N	0
5	NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0
6	National College Tena Varney, Career Ctr. Director 2376 Sir Barton Way Lexington, KY 40509 Telephone # 859-253-0621	Y	0

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7	Morehead State University Attn: Julia Hawkins, Career Serv. Dir. 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233	Y	0
8	Hazard Community & Technical College Attn: Renee Back, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721	N	0
9	Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136	Y	0
10	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	Y	0
11	University of the Cumberlands Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259	Y	0
12	Eastern Kentucky University Dept. of Communications Attn: Elizabeth K. Hansen, Ph.D. 317 Combs Building 521 Lancaster Avenue Richmond, KY 40475-3102 Telephone # 859-622-1871	Y	0

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13	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0
14	Pikeville College Brenda Maynard, Dir. of Career Dev. 147 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319	Y	0
15	Southeast Community College Attn: Chris Jones 700 College Road Cumberland, KY 40823 Telephone # 606-633-0279	N	0
16	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	Y	0
17	University of Tennessee- Career Services Attn: Elizabeth Pallardy 100 Dunford Hall 915 Volunteer Blvd. Knoxville, TN 37996-4010 Telephone # 865-974-5435 Fax # 865-974-6497	Y	2
18	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 Telephone # 502-597-5998	N	0

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19	University of Kentucky Career Center Attn: Naitore Kiogora, Employer Relations Team 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746	Y	2
20	Western Kentucky University Attn: Dan Onitsuka, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756	N	0
21	Gray Television Group-website https://gray.tv/careers	N	4
22	Posting on WYMT-TV's website https://www.wymt.com/	N	0
23	On-Air Announcement on WYMT-TV	N	0
24	Internal Candidate/Internal Transfer	N	0
25	www.TVJobs.com	N	1
26	www.Medialine.com	N	0
27	Employee Referral	N	6
28	Non-Employee Referral	N	4
29	Walk-In/Self-Referral	N	1
30	Ad in <i>Hazard Herald Voice</i> Newspaper Attn: Jenny Jones Fax # 606 436-3140	N	0
31	Ad in <i>Middlesboro Daily News</i> Newspaper Attn: Mary Gordon Fax # 606 248-7614	N	0
32	Ad in <i>Troublesome Creek Times</i> Newspaper Attn: Mike Sexton Fax # 606-785-0105	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
33	Ad in <i>The Mountain Eagle</i> Newspaper Attn: Pam Walker Fax # 606-633-2843	N	0
34	Ad in <i>Harlan Daily Enterprise</i> Newspaper Attn: Wylene Minniard Fax # 606-573-0042	N	0
35	Ad in <i>Sentinel Echo</i> Newspaper Attn: Karen Brummett Fax # 606- 878-7404	N	0
36	Former employee (re-hire)	N	0
37	Collective Talent	N	0
38	FindKYJobs.com website	N	0
39	PeopleMatter.com		0
40	Indeed.com		18
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			38

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Career Fair	<p>WYMT participated in one Career Fair where we had the opportunity to talk with students and answer their questions about jobs in broadcasting, at WYMT, and our company, Gray Television.</p> <p>On March 9, 2022, our General Manager, News Director, and 6pm Anchor (Tennessee grad) attended a virtual career fair via Zoom with the University of Tennessee broadcast students. 12 students (juniors and seniors) attended the virtual career fair.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	Host a College Career Fair	<p>WYMT Mountain Classic Scholarship Program: WYMT hosted three regional colleges (Alice Lloyd College, University of Pikeville and the University of the Cumberlands) at the annual WYMT Mountain Basketball Classic Scholarship awards ceremony on December 6, 2022. The event was held at the Mountain Arts Center in Prestonsburg, Kentucky. Several other local colleges were invited to attend.</p> <p>College recruiters, scholarships donors, and the WYMT management team interacted with 106 high school seniors who were receiving WYMT-TV's Mountain Classic Basketball Scholarships (both general academic scholarships and broadcasting academic scholarships). Many of the student's parents also attended the event. WYMT's General Manager, News Director, and several other WYMT employees attended the event and were on hand to talk to the scholarship recipients and their parents about broadcasting careers and potential openings and internships with WYMT and Gray Television.</p>
2	Host a High School Career Fair	<p>On February 15, 2023, WYMT hosted 12 students (juniors and seniors) from the Harlan County 4H Teen Leadership Academy. The students met with WYMT's General Manager, News Director, news, weather, sports, and production teams. The students asked questions about jobs in broadcasting, at WYMT, and our company, Gray Television.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in a Scholarship Program.	<p>WYMT Mountain Classic Scholarship Program:</p> <p>Beginning in August 2022, WYMT and the Mountain Classic Committee began soliciting scholarship donations from local businesses and donors for high school seniors who want to pursue a college education. Selection is based on financial need, GPA, ACT/SAT scores, and community involvement.</p> <p>The scholarships include both general academic scholarships and broadcasting academic scholarships.</p> <p>WYMT and its Classic Committee awarded \$103,000 in scholarship money to 103 local high school seniors.</p> <p>WYMT-TV appointed an independent Committee (of which the station's General Manager, General Sales Manager, and Sports Director are non-voting, active members) to oversee the scholarship selection process.</p> <p>The WYMT-TV staff handles the majority of the scholarship program, including the planning and implementation of the Awards Reception and Ceremony, all year-round financial reports, all paperwork and correspondence, generating / securing scholarship funds by securing business donations, and soliciting Kentucky colleges and universities to match awards.</p> <p>In conjunction with the Committee, the WYMT staff solicits scholarship nominees from area high schools. WYMT also films, edits, and airs features highlighting the scholarship recipients, and creates a digital tournament program book highlighting current nominees and past recipients. The station also publicizes the scholarship opportunities annually in Kentucky's "Affording Higher Education" publication.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	<p>The Ralph Gabbard Memorial Broadcast / Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project.</p> <p>Beginning in August 2022, WYMT and the Classic Committee began soliciting scholarship applications and donations.</p> <p>On December 6, 2022, WYMT and the Classic Committee awarded three \$1,000 scholarships to three local high school seniors to assist in their continued education.</p> <p>The scholarship recipients were from Pike Central High School, Jenkins High School, and South Laurel High School.</p>
6	Participate in a Scholarship Program.	<p>The Coach Wayne Martin Leadership Scholarship is another spin-off of the televised annual WYMT Mountain Basketball Classic project. The scholarship goes to a selected senior from the participating boys and girls teams. Participating coaches nominate one of their senior players for this \$1,000 scholarship. Applicants should demonstrate strong leadership skills on the court, in the classroom and in the community through volunteering and mentoring programs. Members of the WYMT staff and the Classic Committee select the scholarship winners. Two (2) high school seniors were awarded Coach Wayne Martin Scholarships on championship night of the WYMT Mountain Classic on December 10, 2022, to assist in their continued education.</p> <p>The two recipients were from North Laurel High School and Hazard High School.</p>

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7	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	<p>The Tony Turner Memorial Broadcast Scholarship program is another spin-off of WYMT Mountain Classic Scholarship program.</p> <p>WYMT established a perpetual endowment fund with the Bluegrass Foundation of Lexington, Kentucky in order to provide scholarships for aspiring broadcasters from the Eastern Kentucky mountains. WYMT solicits the nominees from area high school guidance counselors. A scholarship committee, which includes three station employees, selects the winners. Collected entry fees for a station event, the annual WYMT Golf Classic, as well as donations from the general public, fund these scholarships.</p> <p>WYMT films, edits, and airs a feature news package on the recipient(s) in the 6pm newscasts and also lists the scholarship nominee(s) and winner(s) in the WYMT annual Mountain Classic event program book.</p> <p>WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication.</p> <p>Beginning in August 2022, WYMT and the scholarship committee began soliciting scholarship applications and donations.</p> <p>One recipient was selected on March 15, 2023 to receive a \$1,000 scholarship.</p> <p>The scholarship recipient was from Corbin High school.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Internship Program	<p>WYMT-TV general internships are available to college students who exhibit an interest in, or are pursuing a career in broadcasting or a related field.</p> <p>During this reporting period, the station hosted three interns.</p> <p>WYMT had two news interns from Asbury University from May – August, 2023 and Alice Lloyd College from May 16, 2022 – TFN.</p> <p>WYMT had one sports intern from UVA Wise from January 19, 2023 – TFN.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Event or program sponsored by educational institution relating to career opportunities in broadcasting	<p>WYMT-TV continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges, and universities. WYMT participates in these events by allowing staff members to meet and work with students, face-to-face, and to introduce and demonstrate various career opportunities in the broadcast field.</p> <p>During the school year, WYMT partners with local schools to present the WYMT First Alert Weather Class.</p> <p>This program provides the opportunity for teachers to request the WYMT First Alert weather team to visit their classrooms and discuss weather, how it is forecast and how the weather affects our daily lives. Our weather team also discusses broadcasting careers with the students.</p> <p>The station promotes the availability of the Weather Class program on air, WYMT.com, and the station's social media pages.</p> <p>During this reporting period, our weather team visited 26 local schools and one summer camp, meeting more than 1,000 students.</p> <p>The WYMT staff also participated in numerous other outreach events including Read Across America and other public events promoting charities and non-profits totaling more than twenty public appearances.</p> <p>WYMT also hosted four studio tours for local students.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	Virtual Weather Spotters Class	<p>WYMT partnered with the National Weather Service in Jackson, Kentucky to provide two Weather Spotter Training Classes during Severe Weather Awareness Month. Due to the COVID-19 Pandemic, one class was virtual.</p> <p>Date of Classes: April 6, 2022 (virtual) and March 25, 2023</p> <p>Weather Spotter Classes wer taught by:</p> <p>Jane Marie Wix, Brandon Bonds (NWS National Weather Service) and WYMT's Weather Team:</p> <p>Evan Hatter, Meteorologist Cameron Aaron, Meteorologist Brandon Robinson, Morning Weathercaster</p> <p>Description</p> <p>The WYMT First Alert Weather Team partnered with the National Weather Service in Jackson, Kentucky to provide two virtual weather spotter classes to viewers in the WYMT viewing area. The classes lasted 2-hours and taught viewers and weather enthusiasts' tools, tips and tricks for monitoring weather in Eastern Kentucky.</p> <p>Weather spotting, weather forecasting, and weather safety were the main topics for the classes provided by WYMT and the NWS. Each class provided the attendees with certified weather spotting certificates through SKYWARN.</p> <p>Each member was a qualified spotter for the National Weather Service and WYMT upon completion.</p> <p>More than 80 people attended the Virtual Weather Spotter's Classes.</p> <p>These weather spotters will provide lifesaving information during severe weather outbreaks.</p>

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11	Provide EEO Training to Management Level Personnel	<p>On February 28, 2023, WYMT's General Manager, News Director, Chief Engineer, and Office Manager participated in Teams training session with our corporate HR Manager. The training focuses on the FCC's Equal Opportunities Rules.</p> <p>On March 16, 2023, WYMT's General Manager, News Director, Chief Engineer, and Office Manager participated in a Teams training session on the FCC's Equal Opportunities Rules. This training session was led by Gray Television's Director of Human Resources.</p>